

1 A bill to be entitled
2 An act relating to education and training for
3 Alzheimer's disease and related forms of dementia;
4 creating s. 430.5025, F.S.; providing a short title
5 and definitions; requiring the Department of Elderly
6 Affairs to offer education about Alzheimer's disease
7 and related forms of dementia to the general public;
8 requiring certain employees of covered providers to
9 complete specified training; authorizing the
10 department to adopt training curricula guidelines;
11 providing requirements for training providers;
12 providing rulemaking authority to the department;
13 authorizing specified completed training hours to
14 count toward other required training or continuing
15 education hours; providing construction; amending ss.
16 400.0239, 400.1755, and 400.4785, F.S.; conforming
17 provisions to changes made by the act; creating s.
18 400.51, F.S.; requiring a person employed, contracted,
19 or referred by a nurse registry or a person registered
20 with the agency to provide companion or homemaker
21 services to complete specified training; repealing s.
22 400.53, F.S., relating to Nurse Registry Excellence
23 Program; amending s. 400.980, F.S.; requiring a health
24 care services pool to verify and maintain
25 documentation that certain employees or independent

26 contractors have met certain licensing, certification,
 27 training, and continuing education requirements;
 28 prohibiting delegation of specified responsibilities;
 29 amending s. 429.52, F.S.; requiring assisted living
 30 facility employees to complete specified training;
 31 providing an exception; authorizing specified
 32 completed training hours to count toward the required
 33 preservice orientation hours; amending ss. 429.178,
 34 429.83, 429.917, and 429.918, F.S.; conforming
 35 provisions to changes made by the act; providing an
 36 effective date.

37

38 Be It Enacted by the Legislature of the State of Florida:

39

40 Section 1. Section 430.5025, Florida Statutes, is created
 41 to read:

42 430.5025 Alzheimer's disease and related forms of
 43 dementia; education and training.—

44 (1) This section may be cited as the "Alzheimer's Disease
 45 and Related Forms of Dementia Education and Training Act."

46 (2) As used in this section, the term:

47 (a) "Covered provider" means a nursing home, a home health
 48 agency, a nurse registry, a companion or homemaker service
 49 provider, a health care services pool, an assisted living
 50 facility, an adult family-care home, or an adult day care center

51 licensed or registered under chapter 400 or chapter 429.

52 (b) "Department" means the Department of Elderly Affairs.

53 (c) "Personal care" means providing, through in-person
 54 contact, assistance with activities of daily living, assistance
 55 with self-administration of medication, homemaker or companion
 56 services, nursing services, or other services that promote the
 57 physical, mental, and psychosocial well-being of participants,
 58 patients, and residents of covered providers. The term does not
 59 include duties involving administrative functions or maintaining
 60 the physical environment of a licensed facility, including
 61 grounds maintenance, building maintenance, housekeeping,
 62 laundry, or food preparation.

63 (d) "Employee" means a person, contracted staff, or an
 64 independent contractor employed or referred by a covered
 65 provider who is required to undergo a level 2 background
 66 screening under s. 408.809 and chapter 435.

67 (e) "Regular contact" means the performance of duties
 68 other than personal care that may require employees to interact
 69 in person on a daily basis with participants, patients, or
 70 residents.

71 (3) The department shall offer to the general public
 72 education about Alzheimer's disease and related forms of
 73 dementia. Such education must provide basic information about
 74 the most common forms of dementia, how to identify the signs and
 75 symptoms of dementia, coping skills, how to respond to changes,

76 planning for the future, and how to access additional resources
 77 about dementia.

78 (4) Employees of covered providers must complete the
 79 following training for Alzheimer's disease and related forms of
 80 dementia:

81 (a) Upon beginning employment, each employee must receive
 82 basic written information about interacting with persons who
 83 have Alzheimer's disease or related forms of dementia.

84 (b) Within 30 days after beginning employment, each
 85 employee who provides personal care to or has regular contact
 86 with participants, patients, or residents must complete a 1-hour
 87 training program provided by the department.

88 1. The department shall provide training that is available
 89 online at no cost. The 1-hour training program shall contain
 90 information on understanding the basics about the most common
 91 forms of dementia, how to identify the signs and symptoms of
 92 dementia, and skills for communicating and interacting with
 93 persons with Alzheimer's disease or related forms of dementia. A
 94 record of the completion of the training program must be made
 95 available to the covered provider which identifies the training
 96 curricula, the name of the employee, and the date of completion.

97 2. A covered provider must maintain a record of the
 98 employee's completion of the training program and, upon written
 99 request of the employee, provide the employee with a copy of the
 100 record of completion consistent with the employer's written

101 policies.

102 3. An employee who has completed the training required in
103 this subsection is not required to repeat the program upon
104 changing employment to a different covered provider.

105 (c) Within 7 months after beginning employment for a home
106 health agency, nurse registry, or companion or homemaker service
107 provider, each employee who provides personal care must complete
108 2 hours of training in addition to the training required in
109 paragraphs (a) and (b). The additional training must include,
110 but is not limited to, behavior management, promoting the
111 person's independence in activities of daily living, and skills
112 in working with families and caregivers.

113 (d) Within 7 months after beginning employment for a
114 nursing home, an assisted living facility, an adult family-care
115 home, or an adult day care center, each employee who provides
116 personal care must complete 3 hours of training in addition to
117 the training required in paragraphs (a) and (b). The additional
118 training must include, but is not limited to, behavior
119 management, promoting the person's independence in activities of
120 daily living, skills in working with families and caregivers,
121 group and individual activities, maintaining an appropriate
122 environment, and ethical issues.

123 (e) For an assisted living facility, adult family-care
124 home, or adult day care center that advertises and provides, or
125 is designated to provide, specialized care for persons with

126 Alzheimer's disease or related forms of dementia, in addition to
127 the training specified in paragraphs (a) and (b), employees must
128 receive the following training:

129 1. Within 3 months after beginning employment, each
130 employee who provides personal care to or has regular contact
131 with the residents or participants must complete the additional
132 3 hours of training as provided in paragraph (d).

133 2. Within 6 months after beginning employment, each
134 employee who provides personal care must complete an additional
135 4 hours of dementia-specific training. Such training must
136 include, but is not limited to, understanding Alzheimer's
137 disease and related forms of dementia, the stages of Alzheimer's
138 disease, communication strategies, medical information, and
139 stress management.

140 3. Thereafter, each employee who provides personal care
141 must participate in at least 4 hours of continuing education
142 each calendar year through contact hours, on-the-job training,
143 or electronic learning technology. For this subparagraph, the
144 term "on-the-job training" means a form of direct coaching in
145 which a facility administrator or his or her designee instructs
146 an employee who provides personal care with guidance, support,
147 or hands-on experience to help develop and refine the employee's
148 skills for caring for a person with Alzheimer's disease or a
149 related form of dementia. The continuing education must cover at
150 least one of the topics included in the dementia-specific

151 training in which the employee has not received previous
152 training in the previous calendar year. The continuing education
153 may be fulfilled and documented in a minimum of one quarter-hour
154 increments through on-the-job training of the employee by a
155 facility administrator or his or her designee or by an
156 electronic learning technology chosen by the facility
157 administrator. On-the-job training may not account for more than
158 2 hours of continuing education each calendar year.

159 (f)1. An employee provided, assigned, or referred by a
160 health care services pool must complete the training required in
161 paragraphs (c), (d), or (e) that is applicable to the covered
162 provider and the position in which the employee will be working.
163 The documentation verifying the completed training and
164 continuing education of the employee, if applicable, must be
165 provided to the covered provider upon request.

166 2. A health care services pool must verify and maintain
167 documentation as required under s. 400.980(5) before providing,
168 assigning, or referring an employee to a covered provider.

169 (5) The department may establish training curricula
170 guidelines for the training required in paragraphs (4)(c), (d),
171 and (e). The department may approve training providers and
172 training curricula and maintain a list of approved providers.
173 Approved training may be offered in a variety of formats,
174 including, but not limited to, in person, electronically, or on-
175 the-job by a facility administrator or his or her designee.

176 Continuing education under this section does not require the
177 adoption of training curricula guidelines by the department or
178 approval of the training provider and curricula by the
179 department. The department may develop or provide continuing
180 education training or curricula as an option for covered
181 providers and employees.

182 (a) A training provider meeting one of the following
183 qualifications may offer training in compliance with the
184 training curricula guidelines without prior approval of the
185 department:

186 1. A person approved by an applicable board or the
187 Department of Health to provide training who is registered with
188 the electronic continuing education tracking system under s.
189 456.025; or

190 2. A training provider approved by the department or its
191 designee before July 1, 2023.

192 (b) Training providers qualified under subparagraph (a)1.
193 must also have:

194 1. At least 1 year of teaching experience as an educator
195 for caregivers of persons with Alzheimer's disease or related
196 forms of dementia;

197 2. At least 1 year of practical experience in a program
198 providing care to persons with Alzheimer's disease or related
199 forms of dementia; or

200 3. Completed a specialized training program in the subject

201 matter of Alzheimer's disease and related forms of dementia from
202 an accredited health care, human services, or gerontology
203 education provider.

204 (c) Upon an employee's completion of the training
205 specified in paragraphs (4) (c), (d), and (e), the training
206 provider must provide a record of the completion of the training
207 that includes the name of the employee, the name of the training
208 provider, the topics covered, and the date of completion. The
209 training record is evidence of completion of training in the
210 identified topic and the employee is not required to repeat
211 training in that topic if the employee changes employment to a
212 different covered provider.

213 (d) Any Alzheimer's disease and related forms of dementia
214 training curriculum approved by the department or its designee
215 before July 1, 2023, shall remain in effect until the
216 curriculum's expiration date.

217 (6) The department may adopt rules to create training
218 curricula guidelines and establish requirements for the approval
219 of other qualified training providers and a process for
220 conducting a sampling of training or training curriculum as
221 necessary to monitor for compliance with curricula guidelines.

222 (7) For a certified nursing assistant as defined in s.
223 464.201, training hours completed as required under this section
224 may count toward the total hours of training required to
225 maintain certification as a nursing assistant.

226 (8) For a health care practitioner as defined in s.
 227 456.001, training hours completed as required under this section
 228 may count toward the total hours of continuing education
 229 required by that practitioner's licensing board.

230 (9) Each person employed, contracted, or referred to
 231 provide services before July 1, 2023, must complete the training
 232 required in this section before July 1, 2026. Proof of
 233 completion of equivalent training completed before July 1, 2023,
 234 shall substitute for the training required in subsection (4).
 235 Each person employed, contracted, or referred to provide
 236 services on or after July 1, 2023, may complete training using
 237 approved curriculum under subparagraph (5) (d) until the
 238 effective date of the rules adopted by the department under
 239 subsection (6).

240 Section 2. Paragraph (b) of subsection (2) of section
 241 400.0239, Florida Statutes, is amended to read:

242 400.0239 Quality of Long-Term Care Facility Improvement
 243 Trust Fund.—

244 (2) Expenditures from the trust fund shall be allowable
 245 for direct support of the following:

246 (b) Development and implementation of specialized training
 247 programs for long-term care facility personnel who provide
 248 direct care for residents with Alzheimer's disease and other
 249 dementias including training provided under s. 430.5025,
 250 residents at risk of developing pressure sores, and residents

251 with special nutrition and hydration needs.

252 Section 3. Section 400.1755, Florida Statutes, is amended
 253 to read:

254 400.1755 Care for persons with Alzheimer's disease or
 255 related disorders; staff training requirements.-

256 ~~(1)~~ As a condition of licensure, the employees of
 257 facilities licensed under this part must complete the training
 258 required under s. 430.5025 ~~provide to each of their employees,~~
 259 ~~upon beginning employment, basic written information about~~
 260 ~~interacting with persons with Alzheimer's disease or a related~~
 261 ~~disorder.~~

262 ~~(2)~~ ~~All employees who are expected to, or whose~~
 263 ~~responsibilities require them to, have direct contact with~~
 264 ~~residents with Alzheimer's disease or a related disorder must,~~
 265 ~~in addition to being provided the information required in~~
 266 ~~subsection (1), also have an initial training of at least 1 hour~~
 267 ~~completed in the first 3 months after beginning employment. This~~
 268 ~~training must include, but is not limited to, an overview of~~
 269 ~~dementias and must provide basic skills in communicating with~~
 270 ~~persons with dementia.~~

271 ~~(3)~~ ~~An individual who provides direct care shall be~~
 272 ~~considered a direct caregiver and must complete the required~~
 273 ~~initial training and an additional 3 hours of training within 9~~
 274 ~~months after beginning employment. This training shall include,~~
 275 ~~but is not limited to, managing problem behaviors, promoting the~~

276 ~~resident's independence in activities of daily living, and~~
277 ~~skills in working with families and caregivers.~~

278 ~~(a) The required 4 hours of training for certified nursing~~
279 ~~assistants are part of the total hours of training required~~
280 ~~annually.~~

281 ~~(b) For a health care practitioner as defined in s.~~
282 ~~456.001, continuing education hours taken as required by that~~
283 ~~practitioner's licensing board shall be counted toward this~~
284 ~~total of 4 hours.~~

285 ~~(4) For an employee who is a licensed health care~~
286 ~~practitioner as defined in s. 456.001, training that is~~
287 ~~sanctioned by that practitioner's licensing board shall be~~
288 ~~considered to be approved by the Department of Elderly Affairs.~~

289 ~~(5) The Department of Elderly Affairs or its designee must~~
290 ~~approve the initial and continuing training provided in the~~
291 ~~facilities. The department must approve training offered in a~~
292 ~~variety of formats, including, but not limited to, Internet-~~
293 ~~based training, videos, teleconferencing, and classroom~~
294 ~~instruction. The department shall keep a list of current~~
295 ~~providers who are approved to provide initial and continuing~~
296 ~~training. The department shall adopt rules to establish~~
297 ~~standards for the trainers and the training required in this~~
298 ~~section.~~

299 ~~(6) Upon completing any training listed in this section,~~
300 ~~the employee or direct caregiver shall be issued a certificate~~

301 ~~that includes the name of the training provider, the topic~~
302 ~~covered, and the date and signature of the training provider.~~
303 ~~The certificate is evidence of completion of training in the~~
304 ~~identified topic, and the employee or direct caregiver is not~~
305 ~~required to repeat training in that topic if the employee or~~
306 ~~direct caregiver changes employment to a different facility or~~
307 ~~to an assisted living facility, home health agency, adult day~~
308 ~~care center, or adult family care home. The direct caregiver~~
309 ~~must comply with other applicable continuing education~~
310 ~~requirements.~~

311 Section 4. Section 400.4785, Florida Statutes, is amended
312 to read:

313 400.4785 Patients with Alzheimer's disease or other
314 related disorders; staff training requirements; certain
315 disclosures.The employees of a home health agency must complete
316 the training required under s. 430.5025.

317 (1) ~~A home health agency must provide the following staff~~
318 ~~training:~~

319 ~~(a) Upon beginning employment with the agency, each~~
320 ~~employee must receive basic written information about~~
321 ~~interacting with participants who have Alzheimer's disease or~~
322 ~~dementia-related disorders.~~

323 ~~(b) In addition to the information provided under~~
324 ~~paragraph (a), newly hired home health agency personnel who will~~
325 ~~be providing direct care to patients must complete 2 hours of~~

326 ~~training in Alzheimer's disease and dementia-related disorders~~
327 ~~within 9 months after beginning employment with the agency. This~~
328 ~~training must include, but is not limited to, an overview of~~
329 ~~dementia, a demonstration of basic skills in communicating with~~
330 ~~persons who have dementia, the management of problem behaviors,~~
331 ~~information about promoting the client's independence in~~
332 ~~activities of daily living, and instruction in skills for~~
333 ~~working with families and caregivers.~~

334 ~~(c) For certified nursing assistants, the required 2 hours~~
335 ~~of training shall be part of the total hours of training~~
336 ~~required annually.~~

337 ~~(d) For a health care practitioner as defined in s.~~
338 ~~456.001, continuing education hours taken as required by that~~
339 ~~practitioner's licensing board shall be counted toward the total~~
340 ~~of 2 hours.~~

341 ~~(e) For an employee who is a licensed health care~~
342 ~~practitioner as defined in s. 456.001, training that is~~
343 ~~sanctioned by that practitioner's licensing board shall be~~
344 ~~considered to be approved by the Department of Elderly Affairs.~~

345 ~~(f) The Department of Elderly Affairs, or its designee,~~
346 ~~must approve the required training. The department must consider~~
347 ~~for approval training offered in a variety of formats. The~~
348 ~~department shall keep a list of current providers who are~~
349 ~~approved to provide the 2-hour training. The department shall~~
350 ~~adopt rules to establish standards for the employees who are~~

351 ~~subject to this training, for the trainers, and for the training~~
352 ~~required in this section.~~

353 ~~(g) Upon completing the training listed in this section,~~
354 ~~the employee shall be issued a certificate that states that the~~
355 ~~training mandated under this section has been received. The~~
356 ~~certificate shall be dated and signed by the training provider.~~
357 ~~The certificate is evidence of completion of this training, and~~
358 ~~the employee is not required to repeat this training if the~~
359 ~~employee changes employment to a different home health agency.~~

360 ~~(h)~~ A licensed home health agency whose unduplicated
361 census during the most recent calendar year was composed
362 ~~comprised~~ of at least 90 percent of individuals aged 21 years or
363 younger at the date of admission is exempt from the training
364 requirements in this section.

365 (2) An agency licensed under this part which claims that
366 it provides special care for persons who have Alzheimer's
367 disease or other related disorders must disclose in its
368 advertisements or in a separate document those services that
369 distinguish the care as being especially applicable to, or
370 suitable for, such persons. The agency must give a copy of all
371 such advertisements or a copy of the document to each person who
372 requests information about the agency and must maintain a copy
373 of all such advertisements and documents in its records. The
374 Agency for Health Care Administration shall examine all such
375 advertisements and documents in the agency's records as part of

376 the license renewal procedure.

377 Section 5. Section 400.51, Florida Statutes, is created to
378 read:

379 400.51 Patients with Alzheimer's disease or other related
380 disorders; staff training requirements.—A person employed,
381 contracted, or referred by a nurse registry or a person
382 registered with the agency to provide companion or homemaker
383 services must complete the training required under s. 430.5025.

384 Section 6. Section 400.53, Florida Statutes, is repealed.

385 Section 7. Subsection (5) of section 400.980, Florida
386 Statutes, is amended to read:

387 400.980 Health care services pools.—

388 (5) A health care services pool shall verify and maintain
389 documentation ~~document~~ that each temporary employee or
390 independent contractor provided, assigned, or referred to a
391 health care facility has met the licensing, certification,
392 training, or continuing education requirements, as established
393 by the appropriate regulatory agency, for the position in which
394 he or she will be working. The requirements of this subsection
395 may not be delegated to another provider as defined in s.
396 408.803.

397 Section 8. Section 429.178, Florida Statutes, is amended
398 to read:

399 429.178 Special care for persons with Alzheimer's disease
400 or other related disorders.—

401 ~~(1)~~ A facility which advertises that it provides special
 402 care for persons with Alzheimer's disease or other related
 403 disorders must meet the following standards of operation:

404 (1)(a)~~1.~~ If the facility has 17 or more residents, have an
 405 awake staff member on duty at all hours of the day and night; or

406 (b)~~2.~~ If the facility has fewer than 17 residents, have an
 407 awake staff member on duty at all hours of the day and night or
 408 have mechanisms in place to monitor and ensure the safety of the
 409 facility's residents.

410 (2)~~(b)~~ Offer activities specifically designed for persons
 411 who are cognitively impaired.

412 (3)~~(e)~~ Have a physical environment that provides for the
 413 safety and welfare of the facility's residents.

414 (4)~~(d)~~ Employ staff who must complete ~~have completed~~ the
 415 training and continuing education required under s. 430.5025 in
 416 ~~subsection (2).~~

417 ~~(2)(a) An individual who is employed by a facility that
 418 provides special care for residents who have Alzheimer's disease
 419 or other related disorders, and who has regular contact with
 420 such residents, must complete up to 4 hours of initial dementia-
 421 specific training developed or approved by the department. The
 422 training must be completed within 3 months after beginning
 423 employment and satisfy the core training requirements of s.
 424 429.52(3)(g).~~

425 ~~(b) A direct caregiver who is employed by a facility that~~

426 ~~provides special care for residents who have Alzheimer's disease~~
427 ~~or other related disorders and provides direct care to such~~
428 ~~residents must complete the required initial training and 4~~
429 ~~additional hours of training developed or approved by the~~
430 ~~department. The training must be completed within 9 months after~~
431 ~~beginning employment and satisfy the core training requirements~~
432 ~~of s. 429.52(3)(g).~~

433 ~~(c) An individual who is employed by a facility that~~
434 ~~provides special care for residents with Alzheimer's disease or~~
435 ~~other related disorders, but who only has incidental contact~~
436 ~~with such residents, must be given, at a minimum, general~~
437 ~~information on interacting with individuals with Alzheimer's~~
438 ~~disease or other related disorders, within 3 months after~~
439 ~~beginning employment.~~

440 ~~(3) In addition to the training required under subsection~~
441 ~~(2), a direct caregiver must participate in a minimum of 4~~
442 ~~contact hours of continuing education each calendar year. The~~
443 ~~continuing education must include one or more topics included in~~
444 ~~the dementia-specific training developed or approved by the~~
445 ~~department, in which the caregiver has not received previous~~
446 ~~training.~~

447 ~~(4) Upon completing any training listed in subsection (2),~~
448 ~~the employee or direct caregiver shall be issued a certificate~~
449 ~~that includes the name of the training provider, the topic~~
450 ~~covered, and the date and signature of the training provider.~~

451 ~~The certificate is evidence of completion of training in the~~
 452 ~~identified topic, and the employee or direct caregiver is not~~
 453 ~~required to repeat training in that topic if the employee or~~
 454 ~~direct caregiver changes employment to a different facility. The~~
 455 ~~employee or direct caregiver must comply with other applicable~~
 456 ~~continuing education requirements.~~

457 ~~(5) The department, or its designee, shall approve the~~
 458 ~~initial and continuing education courses and providers.~~

459 ~~(6) The department shall keep a current list of providers~~
 460 ~~who are approved to provide initial and continuing education for~~
 461 ~~staff of facilities that provide special care for persons with~~
 462 ~~Alzheimer's disease or other related disorders.~~

463 ~~(7) Any facility more than 90 percent of whose residents~~
 464 ~~receive monthly optional supplementation payments is not~~
 465 ~~required to pay for the training and education programs required~~
 466 ~~under this section. A facility that has one or more such~~
 467 ~~residents shall pay a reduced fee that is proportional to the~~
 468 ~~percentage of such residents in the facility. A facility that~~
 469 ~~does not have any residents who receive monthly optional~~
 470 ~~supplementation payments must pay a reasonable fee, as~~
 471 ~~established by the department, for such training and education~~
 472 ~~programs.~~

473 ~~(8) The department shall adopt rules to establish~~
 474 ~~standards for trainers and training and to implement this~~
 475 ~~section.~~

476 Section 9. Subsection (1) of section 429.52, Florida
 477 Statutes, is amended to read:

478 429.52 Staff training and educational requirements.—

479 (1) (a) Each new assisted living facility employee who has
 480 not previously completed core training must attend a preservice
 481 orientation provided by the facility before interacting with
 482 residents. The preservice orientation must be at least 2 hours
 483 in duration and cover topics that help the employee provide
 484 responsible care and respond to the needs of facility residents.
 485 Upon completion, the employee and the administrator of the
 486 facility must sign a statement that the employee completed the
 487 required preservice orientation. The facility must keep the
 488 signed statement in the employee's personnel record.

489 (b) Each assisted living facility employee must complete
 490 the training required under s. 430.5025. However, an employee of
 491 an assisted living facility licensed as a limited mental health
 492 facility under s. 429.075 is exempt from the training
 493 requirements under s. 430.5025(4) (d).

494 (c) If an assisted living facility employee completes the
 495 1-hour training required under s. 430.5025 before interacting
 496 with residents, such training may count toward the 2 hours of
 497 preservice orientation required under paragraph (a).

498 Section 10. Section 429.83, Florida Statutes, is amended
 499 to read:

500 429.83 Residents with Alzheimer's disease or other related

501 disorders; training; certain disclosures.-

502 (1) The employees of an adult family-care home must
 503 complete the training required under s. 430.5025.

504 (2) An adult family-care home licensed under this part
 505 which claims that it provides special care for persons who have
 506 Alzheimer's disease or other related disorders must disclose in
 507 its advertisements or in a separate document those services that
 508 distinguish the care as being especially applicable to, or
 509 suitable for, such persons. The home must give a copy of all
 510 such advertisements or a copy of the document to each person who
 511 requests information about programs and services for persons
 512 with Alzheimer's disease or other related disorders offered by
 513 the home and must maintain a copy of all such advertisements and
 514 documents in its records. The agency shall examine all such
 515 advertisements and documents in the home's records as part of
 516 the license renewal procedure.

517 Section 11. Subsection (1) of section 429.917, Florida
 518 Statutes, is amended to read:

519 429.917 Patients with Alzheimer's disease or other related
 520 disorders; staff training requirements; certain disclosures.-

521 (1) The employees of an adult day care center licensed
 522 under this part must complete the training required under s.
 523 430.5025 ~~provide the following staff training:~~

524 ~~(a) Upon beginning employment with the facility, each~~
 525 ~~employee must receive basic written information about~~

526 ~~interacting with participants who have Alzheimer's disease or~~
527 ~~dementia-related disorders.~~

528 ~~(b) In addition to the information provided under~~
529 ~~paragraph (a), newly hired adult day care center personnel who~~
530 ~~are expected to, or whose responsibilities require them to, have~~
531 ~~direct contact with participants who have Alzheimer's disease or~~
532 ~~dementia-related disorders must complete initial training of at~~
533 ~~least 1 hour within the first 3 months after beginning~~
534 ~~employment. The training must include an overview of dementias~~
535 ~~and must provide instruction in basic skills for communicating~~
536 ~~with persons who have dementia.~~

537 ~~(c) In addition to the requirements of paragraphs (a) and~~
538 ~~(b), an employee who will be providing direct care to a~~
539 ~~participant who has Alzheimer's disease or a dementia-related~~
540 ~~disorder must complete an additional 3 hours of training within~~
541 ~~9 months after beginning employment. This training must include,~~
542 ~~but is not limited to, the management of problem behaviors,~~
543 ~~information about promoting the participant's independence in~~
544 ~~activities of daily living, and instruction in skills for~~
545 ~~working with families and caregivers.~~

546 ~~(d) For certified nursing assistants, the required 4 hours~~
547 ~~of training shall be part of the total hours of training~~
548 ~~required annually.~~

549 ~~(e) For a health care practitioner as defined in s.~~
550 ~~456.001, continuing education hours taken as required by that~~

551 ~~practitioner's licensing board shall be counted toward the total~~
552 ~~of 4 hours.~~

553 ~~(f) For an employee who is a licensed health care~~
554 ~~practitioner as defined in s. 456.001, training that is~~
555 ~~sanctioned by that practitioner's licensing board shall be~~
556 ~~considered to be approved by the Department of Elderly Affairs.~~

557 ~~(g) The Department of Elderly Affairs or its designee must~~
558 ~~approve the 1-hour and 3-hour training provided to employees and~~
559 ~~direct caregivers under this section. The department must~~
560 ~~consider for approval training offered in a variety of formats.~~
561 ~~The department shall keep a list of current providers who are~~
562 ~~approved to provide the 1-hour and 3-hour training. The~~
563 ~~department shall adopt rules to establish standards for the~~
564 ~~employees who are subject to this training, for the trainers,~~
565 ~~and for the training required in this section.~~

566 ~~(h) Upon completing any training described in this~~
567 ~~section, the employee or direct caregiver shall be issued a~~
568 ~~certificate that includes the name of the training provider, the~~
569 ~~topic covered, and the date and signature of the training~~
570 ~~provider. The certificate is evidence of completion of training~~
571 ~~in the identified topic, and the employee or direct caregiver is~~
572 ~~not required to repeat training in that topic if the employee or~~
573 ~~direct caregiver changes employment to a different adult day~~
574 ~~care center or to an assisted living facility, nursing home,~~
575 ~~home health agency, or hospice. The direct caregiver must comply~~

576 ~~with other applicable continuing education requirements.~~

577 ~~(i) An employee who is hired on or after July 1, 2004,~~
578 ~~must complete the training required by this section.~~

579 Section 12. Subsection (6) of section 429.918, Florida
580 Statutes, is amended to read:

581 429.918 Licensure designation as a specialized Alzheimer's
582 services adult day care center; training.-

583 ~~(6)(a)~~ An adult day care center having a license
584 designated under this section must provide the following staff
585 training and supervision:

586 (a)1. A registered nurse or licensed practical nurse must
587 be on site daily for at least 75 percent of the time that the
588 center is open to ADRD participants. Each licensed practical
589 nurse who works at the center must be supervised in accordance
590 with chapter 464.

591 (b) Each employee must complete the training and
592 continuing education required under s. 430.5025.

593 ~~2. Upon beginning employment with the center, each~~
594 ~~employee must receive and review basic written information about~~
595 ~~interacting with ADRD participants.~~

596 ~~3. In addition to the information provided in subparagraph~~
597 ~~2., every employee hired on or after July 1, 2012, who has~~
598 ~~direct contact with ADRD participants shall complete 4 hours of~~
599 ~~dementia-specific training within 3 months after employment.~~

600 ~~4. In addition to the requirements of subparagraphs 2. and~~

601 ~~3., each employee hired on or after July 1, 2012, who provides~~
 602 ~~direct care to ADRD participants shall complete an additional 4~~
 603 ~~hours of dementia-specific training within 6 months after~~
 604 ~~employment.~~

605 ~~(b) The Department of Elderly Affairs or its designee~~
 606 ~~shall approve the training required under this section. The~~
 607 ~~department shall adopt rules to establish standards for~~
 608 ~~employees who are subject to this training, for trainers, and~~
 609 ~~for the training required in this section.~~

610 ~~(c) Upon completing any training described in this~~
 611 ~~section, the employee shall be issued a certificate that~~
 612 ~~includes the name of the training provider, the topics covered,~~
 613 ~~and the date and signature of the training provider. The~~
 614 ~~certificate is evidence of completion of training in the~~
 615 ~~identified topics, and the employee is not required to repeat~~
 616 ~~training in those topics if the employee changes employment to a~~
 617 ~~different adult day care center.~~

618 (c)(d) Each employee hired on or after July 1, 2012, who
 619 provides direct care to ADRD participants, must receive and
 620 review an orientation plan that includes, at a minimum:

- 621 1. Procedures to locate an ADRD participant who has
 622 wandered from the center. These procedures shall be reviewed
 623 regularly with all direct care staff.
- 624 2. Information on the Silver Alert program in this state.
- 625 3. Information regarding available products or programs

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626 | used to identify ADRD participants or prevent them from
627 | wandering away from the center, their home, or other locations.
628 | Section 13. This act shall take effect July 1, 2023.